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86-0164

MEMORANDUM FOR: Executive Secretary

FROM: Robert W. Magee  
Director of Personnel

SUBJECT: Critical Category Recognition for Historians

REFERENCE: Your memo, dtd 16 Jan 86, Subj: Reimbursement of Moving  
Expenses for DCI History Staff "Recruits"

1. Based on the criterion applied in establishing a basis for placing an occupational skill on the critical category list, I am unable to approve your request to include historians at this time.

2. In arriving at a decision to add any specialty to the list, the following factors are taken into consideration: (1) the existence of a current recruitment guide within Employment and their prior success rate in recruiting for the specialty; (2) whether attrition in the skill exceeds the norm for any given occupation; (3) and whether the number of applicants in process is consistently less than what is needed to meet requirements. It is my understanding that the history staff has traditionally recruited for this occupational skill on their own, and that this is the first fiscal year that Employment has been requested to assist in this effort. Because Employment was not levied with this requirement in past years, there is no track record established for how successful their efforts may have been in recruiting this resource. It is too early in the current year to determine whether our recruiters will have any success in recruiting this occupation. Since historian positions are so few, it is difficult to gauge attrition in this field, but it is estimated that it is considerably less than what is experienced in other occupations.

3. I am aware that you were successful in filling one of the historian vacancies this month with a new employee, and that there are no other applicants in the pipeline at present for the two remaining vacant positions on the history staff. I will reinforce this need with Employment; and, hopefully, our field recruiters will shortly be able to identify additional qualified applicants to meet the remainder of these requirements. Failing to do so, I will be happy to revisit this issue again in six months.

DA/OP/E/EPs/ [ ] (29 Jan 86)

Robert W. Magee

STAT

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Executive Registry

86-

0161

16 January 1986

MEMORANDUM FOR: Director, Office of Personnel

FROM: Executive Secretary

SUBJECT: Reimbursement of Moving Expenses for  
DCI History Staff "Recruits"

1. I am writing to request your assistance in removing a bureaucratic obstacle which is greatly hampering our ability to hire the best qualified people to fill positions on the DCI's History Staff.

2. There are four GS-13 staff historian positions on the T/O. One is encumbered by an individual currently on a one-year rotational assignment to the Hill as a Congressional Fellow. One was filled this month with a new EOD. Two remain vacant and are the subject of an intense recruiting effort.

3. To be successful in recruiting the best qualified candidates, we find we must entice a qualified historian from his/her existing position, usually on the faculty of a college or university. (I think we can be proud of the fact that we are able to get the attention of many very well-qualified individuals, some of whom even hold tenured positions. The nature of the job is appealing, even though it does not really offer the prospect of a significant difference in salary.)

4. As the people we really want are already established, and many of them have families, the issue of defraying moving expenses is usually the determining factor in an individual's decision to make a major career change. I understand that, technically, only people who are filling positions designated as "critical", such as analysts in IO slots, can now be reimbursed for moving expenses. I am sure that when such positions were determined, those few in the History Staff were overlooked both because of their number and the fact there was no historical data to show how difficult they are to fill. Our recruiting efforts over the last two years, however, have certainly made clear to us the difficulties we face.

5. Our best prospects are scattered throughout the country. In fact, even now we are negotiating with one from California; he, however, will be unable to accept our offer unless we can help with his moving expenses. Based on this, I urgently request that you place these History Staff positions in the same "critical" category as the IOs. If this is done, I believe we will fare much better in filling our vacancies with the best qualified people in a timely fashion. (I do not believe in subverting the system by offering a grade/step at a higher level as compensation.)

STAT

cc: DDA

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